

28 JUL 1961

MEMORANDUM FOR: Director of Logistics

ATTENTION : Chief, Printing Services Division

SUBJECT : Personnel Advancement

REFERENCE : Proposal of Plant Personnel Relations Committee,
Plant No. 2, dated 5 January 1961

1. The proposal of the Plant Personnel Relations Committee, submitted to you on 5 January 1961 and subsequently referred to this office for review, has been very carefully studied and all aspects investigated to determine what action should be taken.

2. There are both advantages and disadvantages to the GP Schedule as followed in this Agency. The Agency employees have had the advantages of collective bargaining by employee representatives with the Public Printer for annual rate changes and they have been guaranteed increases consistent with Government Printing Office increases.

3. At the present time, comparison with rates paid GS employees, Lithographic Board employees, and commercial plant employees is inconclusive. GS employees are paid on a different basis, with step rates substantially taking the place of annual rate increases which are not available to them. No valid comparisons can be made between printing jobs at a particular pay rate and GS grade levels. Lithographic Board rates (Step 3) are, in some cases, higher and, in other cases, lower than rates for corresponding GP positions. Commercial plant rates, in various instances, may be higher, but there is no consistency in such rates and there is no clear cut basis for their use by CIA in suggesting the GP rates structure.

4. Numerous Government organizations now follow GP rates approved by the Joint Committee on Printing and issued by the Public Printer. It would not be possible for an individual agency to establish premium rates substantially above the corresponding GP rates without the knowledge of the Government Printing Office and without valid objections that such higher rates are distorting and undermining the negotiation basis of the Public Printer.

5. The proposal that a system of periodic step increases be superimposed upon the rate structure paid by the Government Printing Office is not considered justifiable on the grounds of more difficult security requirements, technical dexterity, or other

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matters. Such conditions apply widely among GP employees in Government. The unavailability of overtime in CIA is also no basis for the establishment of higher rates since it is not considered in establishing the negotiated GP rates. In any case, it is understood that overtime at the Government Printing Office will be substantially restricted in the future.

6. It is considered, therefore, that GP Schedule employees of this Agency are paid fairly in comparison with the Government Printing Office and the other agencies following the GP Schedule. Accordingly, the proposal for higher rates for Agency GP employees cannot be endorsed by this office. The Plant Personnel Relations Committee should be advised of this determination and the reasons therefore.

/s/ Emmett D. Echols

Emmett D. Echols
Director of Personnel

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Office Memorandum • UNITED STATES GOVERNMENT

TO : Chief, Personnel and Training Branch

DATE: 11 January 1961

FROM : Chief, Printing Services Division

SUBJECT: Request for Study by the Office of Personnel of Compensation for
GP Employees, Printing Services Division

1. There is attached a memorandum to the Chief, Printing Services Division from Plant Personnel Relations Committee, Plant No. 2, Printing Services Division, Subject: Personnel Advancement. This memorandum petitions Chief, Printing Services Division, to provide a program of automatic wage progression for the GP career employees.

2. It is suggested that this memorandum be forwarded to the Office of Personnel with a request that a complete study be made of the benefits which the Agency provides for the GP employees as compared with those enjoyed by GS employees. The Chief, Printing Services Division, and the officials of Plant No. 2 will assist the Office of Personnel in this undertaking in every way possible.

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Attachment

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Orig & 1 - Addressee
1 - Plt No. 2
1 - PSD (Official)

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OL/PSD: [] (11 Jan 61)

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Office Memorandum • UNITED STATES GOVERNMENT

TO : Chief, Printing Services Division
Thru : Acting Superintendent, Plant No. 2
FROM : Plant Personnel Relations Committee

DATE: 5 January 1961

SUBJECT: Personnel Advancement

1. Four years ago this office, Plant No.2, Printing Services Division, was transferred en masse from the Government Printing Office to this Agency. Each of the personnel was given his choice of staying with the Printing Office or transferring to the Agency. There were many employees who were indecisive, their minds finally being made up by their belief that the CIA shop would offer advantages over the GPO and that CIA management would be the more progressive, particularly in the field of personnel relations.

2. It is now the feeling of the GP employees that their career interests have been at a standstill and that certain measures should be taken to correct this deficiency in order to allow GP employees to advance in the same manner as other employees of the Agency. There are several reasons that we feel contribute to the need for a change:

a. (Lack of incentive)--Under the prevailing methods of classification we, as journeymen in a given trade (per diem worker), are offered no special inducement to remain with the Agency after journeyman status is reached. Thus the employee becomes vulnerable to enticements of a little better job. There is at this time no means of monetary advancement offered journeymen employees which in any way compares to the ingrade increases received by our fellow employees who come under the GS classification.

b. (Security)--There is a grave responsibility placed upon each of us in maintaining the security of our work. These restrictions affect our daily lives in many ways. We are extremely limited in our everyday talk outside the office (and even in the office at times), and are sometimes embarrassed when we are required to keep silent or tell half-truths. GS employees in the Agency receive monetary compensation (a higher GS salary than paid for comparable government jobs).because of these restrictions.

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c. (Overtime)--A disadvantage which the GP employee experiences is the rigid restriction that is placed upon overtime, which is given out only on crash jobs and other unusual situations that cannot be handled under normal conditions. This restriction is one of the major reasons why the gross individual incomes in this plant are not on a par with the Government Printing Office and outside commercial shops. Another inducement to employees of the printing industry is the paying of premium rates over the base scale.

d. (Unusual technical dexterity)--There has been technical progress during these four years. New processes and machinery (color separation, 300-line screen halftones, monophoto, teletypesetter, etc.) in all sections of the office require a high degree of skill and versatility from all craftsmen. Numerous commendations from highly satisfied customers on the efficient operations of this office is further evidence that quality has reached a new high.

e. (Overscale adjustment)--A special case, and one that should be rectified, is the rate of 11c per hour paid to "uprate" personnel. This rate was created years ago by the GPO when the hourly rate was much lower and amounted to about 10% above the base journeyman rate. At present it amounts to about 3%. We request that the Agency take the necessary action to readjust these uprates to their original and more realistic percentage level.

3. Therefore, we the committee representing the GP employees of the Printing Services Division respectfully request that the Agency undertake the study of a suitable seniority program which would include employees who are not covered by the GS pay structure.

4. In support of this request we offer the following facts:

a. In the field of personnel relations there are many names given to programs which seek to reward employees for their continuous service. They are; Longevity, seniority, ingrade raises, etc.

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These plans are basically identical in that they accomplish a two-fold purpose: (1) The Agency benefits by retaining the same personnel year after year; and (2) Employees are compensated for their experience, diligence, and loyalty.

b. The following is a comparison between GS rates and trade scale rates in the Printing Services Division. The comparison is the printer's scale vis-a-vis grade 9 of the GS scale. At the present time the printer's scale is \$3.34 per hour or \$6,930 per annum (Grade 9, Step D). Both parties receive cost-of-living increases. The trades yearly, through the computations required in the Kiess Act, and the GS employees at the discretion of Congress. Over the past year GS employees have actually gained on trade employees in that the trade employees dropped from Grade 10, Step D, to Grade 9, Step D.

c. We would also like to point out that even if the printers had accepted the pay raise offered by the Public Printer their wage would be comparable to a GS Grade 9, Step F, a considerable setback when compared with the cost-of-living increment received by GS scale employees.

d. At this point the comparison jumps even more to the advantage of the GS employee. A GS Grade 9 employee received 6 raises within his grade during a period of 7 years. These raises total (at present) \$990--a yearly average of over \$141 and a monthly average of nearly \$12. In addition to these automatic step raises a grade 9 also received 3 longevity raises, adding \$495 to his salary. In 16 years a Grade 9 has raised his base pay from \$6,435 to \$7,920.

GS 7 2600 - 6848
GP 2500 - 6447
e. This means that the GS employee has received a 19% increase in his living standard whereas the trade (GP) employee has only maintained an income equal to the wage granted to him 16 years previously and has been offered no reward for either skill or service.

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5. It is the hope of this group that the officials of this Agency give this brief serious consideration. Generally speaking CIA management has been progressive, but we feel that they should be the leader in personnel relations. We believe that a program of automatic wage progression would give added meaning to the word "career" as it affects GP employees, would prevent the proselytizing by other agencies of our personnel, and create an esprit de corps that would profit the Agency and the employees both financially and security-wise.

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Committee Members

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